

Job Title:	POLICE OFFICER RECRUIT & EPO	Job Category:	POLICE OFFICER PRIVATE
Department/Group:	POLICE DEPARTMENT	Job Code/ Req#:	2026-01
Location:	BHPD	Travel Required:	AT TIMES / TRAINING
Level/Salary Range:	\$46,605.64 to \$53,787.63 [RECRUIT] \$60,899 - \$64,968 [EPO]	Position Type:	FULL TIME
HR Contact:	Ms. Melanie Firesen	Date posted:	February 02, 2026
Will Train Applicant(s):	YES	Posting Expires:	UNTIL FILLED [EXPIRED]
External posting:	YES		
Internal posting:	YES		
Applications Accepted By:			
E-mail: DUnger@BerwynHeightsMD.gov SKrouse@BerwynHeightsMD.gov Attention: Deputy Chief D. Unger / Lt. S. Krouse		Mail: Berwyn Heights, Maryland Police Department 5700 Berwyn Road. Berwyn Heights, MD 20740	
Job Description			
Position Title: Police Officer (Entry-Level and Certified) Town of Berwyn Heights Police Department (BHPD) Maryland Police Training and Standards Commission (MPTSC) Compliant Position			
Position Summary			
<p>The Police Officer is responsible for protecting life and property and preserving the public peace within the Town of Berwyn Heights. Officers enforce the laws of the State of Maryland, applicable county laws, and the ordinances of the Town, while safeguarding constitutional rights and maintaining professional standards consistent with Maryland law and MPTSC regulations.</p> <p>Officers perform patrol duties, respond to calls for service, conduct criminal and traffic investigations, enforce traffic laws, prepare reports, testify in court, and engage in community-oriented policing activities. Officers operate under the direction of the Chief of Police and in accordance with Department policies and Maryland statutory requirements.</p>			
Minimum Qualifications (MPTSC Standards – COMAR 12.04.01)			
Applicants must meet all minimum selection standards established by the Maryland Police Training and Standards Commission, including: <ul style="list-style-type: none"> • Must be at least 21 years of age at the time of appointment (or meet current MPTSC age requirements). • Must be a United States citizen. • Must possess a high school diploma or GED recognized by the State of Maryland. • Must possess a valid driver's license. • Must meet the mental and physical fitness standards as prescribed by MPTSC. • Must successfully complete: 			

- A comprehensive background investigation
- A truth verification examination (polygraph)
- A psychological evaluation conducted by a licensed professional
- A medical examination
- A drug screening
- Must not have been convicted of a felony or any offense that would disqualify certification under Maryland law.
- Must meet the character and conduct standards required for police officer certification in Maryland.

Certification Requirements

- Entry-Level Applicants: Must successfully complete a Maryland MPTSC-approved Police Entry-Level Training Program and obtain certification prior to permanent appointment.
- Certified Applicants: Must be currently certified by MPTSC or eligible for comparative compliance (reciprocity) as determined by MPTSC.

Continued employment is contingent upon maintaining MPTSC certification in good standing.

Work Schedule and Conditions

- Must be available to work rotating shifts, including nights, weekends, holidays, and overtime as required.
- Must be available for emergency callouts and special assignments.
- Schedule and duty assignments are determined by the operational needs of the Department.

Preferred Qualifications

- Current Maryland-certified police officers in good standing.
- Prior law enforcement experience.
- Bilingual candidates (Spanish-speaking preferred).
- Experience in community-oriented policing.

Equal Employment Opportunity

The Town of Berwyn Heights is an Equal Opportunity Employer and complies with all applicable federal and Maryland employment laws.

Lateral Transfer Opportunities (Maryland Certified Officers)

The Town of Berwyn Heights Police Department welcomes applications from currently certified Maryland police officers in good standing or those eligible for MPTSC comparative compliance.

Lateral Officer Eligibility

Applicants must:

- Hold current MPTSC certification in good standing, or
- Be eligible for certification through MPTSC comparative compliance (reciprocity).
- Have no sustained findings that would disqualify certification under Maryland law or Department policy.

Lateral Incentives

Qualified lateral officers may be eligible for:

- Signing Bonus: Up to \$_____ (paid in structured installments; subject to service commitment agreement).
- Advanced Step Placement: Salary placement commensurate with years of sworn law enforcement experience, up to Step 'H' of the pay scale.
- Leave Credit: Recognition of prior sworn service for vacation accrual purposes (in accordance with Town policy).
- Uniform/Equipment Issue: Full initial uniform and equipment allotment.
- Abbreviated Field Training Program: Modified FTO process based on experience and performance evaluation.

Final incentive packages are contingent upon qualifications, background review, and approval by the Chief of Police and Town Manager.

Salary Range

Entry-Level Officer: **\$46,605.64 to \$53,787.63 [RECRUIT]**

annually

Lateral Officer Range: **\$60,899 - \$64,968 [EPO]** annually (based on experience and qualifications)

Overtime opportunities available in accordance with Department needs and the Fair Labor Standards Act (FLSA).

Salary placement is determined by experience, certifications, and internal equity considerations to remain competitive with surrounding Prince George's County law enforcement agencies.

Benefits Package

The Town of Berwyn Heights offers a competitive benefits package, including:

- Maryland State Retirement and Pension System participation
- Health, dental, and vision insurance
- Life insurance coverage
- Paid annual leave
- Paid sick leave
- Paid holidays
- Uniform allowance
- Phone allowance

- Language 'bilingual' allowance
- Training and professional development opportunities
- Take-home vehicle program
- Deferred compensation plan options

Additional specialty assignments and opportunities may include:

- Traffic enforcement
- Criminal investigations
- Community policing
- Field Training Officer (FTO)
- Specialized task forces (if available)

Reviewed By:	Chief K. Gattis-Antolik	Date:	February 02, 2026
Approved By:		Date:	
Last Updated By:	Chief K. Gattis-Antolik	Date/Time:	February 02, 2026